

MEMORANDUM OF AGREEMENT

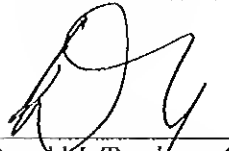
The Town of Dover (hereinafter "Town") and Teamsters, Local 102 (hereinafter "Local 102"), having engaged in good faith collective negotiations for a successor collective negotiations agreement, hereby agree to modify their current collective negotiations agreement, which expired on December 31, 2014, as follows:

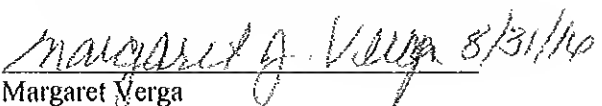
1. All terms of the agreement covering the period January 1, 2012 through December 31, 2014 shall remain unchanged in the new agreement unless modified by the following paragraphs.
2. The agreement shall be modified to provide for a three year contract for the period January 1, 2015 to December 31, 2017. 2015 and 2016 wages, to date, will be paid retroactively.
3. Wages – All employees covered by the Agreement shall receive a wage increase as follows:

| | |
|-------|--------------------------------|
| 2.0% | effective January 1, 2015; |
| 2.0% | effective January 1, 2016; and |
| 2.0 % | effective January 1, 2017. |

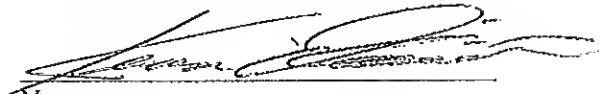
4. This Memorandum of Agreement is subject to ratification of the bargaining unit members of Local 102, and by the Town, respectively, in accordance with their respective rules and procedures related thereto and in accordance with any relevant laws. This Memorandum of Agreement shall not be legally effective absent ratification.
5. Five working foremen/supervisor(s) positions will be added to the schedule of salary increases.
6. Article 9 Overtime 9.12 governing "on call pay" shall be amended to 7 hours for both DPW and Water and shall be effective the date of ratification.
7. Amend Article 24 Check Off-union dues to add the following language: "The Employer agrees to deduct from each paycheck of all employees who submit authorization cards and are covered by this Agreement voluntary contributions to D.R.I.V.E. The Employer shall transmit to: National D.R.I.V.E., P.O. Box 758637, Baltimore, MD 21275 on a monthly basis, in one (1) check the total amount deducted along with the name of each employee on whose behalf a deduction is made, the employee's SSN and the amount deducted from the employee's paycheck. No such authorization shall be recognized if in violation of State or Federal law. No deductions shall be made which are prohibited by applicable law."
8. The undersigned parties agree to recommend the terms and conditions contained in this Memorandum of Agreement to their respective constituencies for approval and ratification.
9. The Town shall be responsible for preparing the successor collective bargaining agreement containing the modifications and amendments contained herein, subject to the review and approval of the parties' respective legal counsel or representatives.
10. The undersigned represent that they are authorized to enter into this Memorandum of Agreement on behalf of their respective constituencies subject to the terms and conditions herein.
11. The undersigned parties agree that neither shall disclose to the media the terms and conditions contained in this Memorandum of Agreement, and shall only disclose the fact that a tentative agreement has been reached between the parties, prior to their respective ratification of same.


FOR THE TOWN:

 8/31/16
Donald J. Travisano
Business Administrator

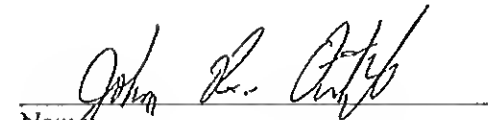
 8/31/16
Margaret Verga
Town Clerk

FOR TEAMSTERS LOCAL 102:


Name:


Name:


Name:


Name:

| EXHIBIT "B" PUBLIC WORKS | | | | | | | |
|---------------------------------|-----------|----------|-----------|----------|-----------|----------|-----------|
| Job Title Public Works | 2014 | 2% | 2015 | 2% | 2016 | 2% | 2017 |
| Supervisor/Foreman (working) | | | | | \$ 60,000 | | \$ 65,000 |
| Senior Mechanic | \$ 56,551 | \$ 1,131 | \$ 57,682 | \$ 1,154 | \$ 58,836 | \$ 1,177 | \$ 60,013 |
| Senior Public Works Rep | \$ 56,551 | \$ 1,131 | \$ 57,682 | \$ 1,154 | \$ 58,836 | \$ 1,177 | \$ 60,013 |
| Senior Water Rep | \$ 56,551 | \$ 1,131 | \$ 57,682 | \$ 1,154 | \$ 58,836 | \$ 1,177 | \$ 60,013 |
| Mechanic | \$ 55,136 | \$ 1,103 | \$ 56,239 | \$ 1,125 | \$ 57,364 | \$ 1,147 | \$ 58,511 |
| Equipment Operator | \$ 55,136 | \$ 1,103 | \$ 56,239 | \$ 1,125 | \$ 57,364 | \$ 1,147 | \$ 58,511 |
| Truck Driver | \$ 49,908 | \$ 998 | \$ 50,906 | \$ 1,018 | \$ 51,924 | \$ 1,038 | \$ 52,962 |
| Laborer | \$ 36,534 | \$ 731 | \$ 37,265 | \$ 745 | \$ 38,010 | \$ 760 | \$ 38,770 |
| Bldg Maintenance Worker | \$ 42,245 | \$ 845 | \$ 43,090 | \$ 862 | \$ 43,952 | \$ 879 | \$ 44,831 |
| Water Meter Reader/Rep | \$ 54,197 | \$ 1,084 | \$ 55,281 | \$ 1,106 | \$ 56,387 | \$ 1,128 | \$ 57,515 |
| Public Works Repairer | \$ 46,877 | \$ 938 | \$ 47,815 | \$ 956 | \$ 48,771 | \$ 975 | \$ 49,746 |
| Water Repairer | \$ 54,197 | \$ 1,084 | \$ 55,281 | \$ 1,106 | \$ 56,387 | \$ 1,128 | \$ 57,515 |
| Sr. Pkg. Enforcement Officer FT | \$ 45,814 | \$ 916 | \$ 46,730 | \$ 935 | \$ 47,665 | \$ 953 | \$ 48,618 |
| Pkg. Enforcement Officer FT | \$ 42,378 | \$ 848 | \$ 43,226 | \$ 865 | \$ 44,091 | \$ 882 | \$ 44,973 |
| Bldg. Maint. Worker PT | \$ 16.64 | \$ 0.33 | \$ 16.97 | \$ 0.34 | \$ 17.31 | \$ 0.35 | \$ 17.66 |
| Motor Vehicle Operator | \$ 17.19 | \$ 0.34 | \$ 17.53 | \$ 0.35 | \$ 17.88 | \$ 0.36 | \$ 18.24 |
| Pkg Enforcement Officer PT | \$ 15.56 | \$ 0.31 | \$ 15.87 | \$ 0.32 | \$ 16.19 | \$ 0.32 | \$ 16.51 |
| | | | | | | | |